

STATE IRONWORKING APPRENTICESHIP ADVISORY COMMITTEE

DRAFT MEETING MINUTES

Wednesday, October 16, 2013

Madison Labor Temple
1602 South Park St
Madison, Wisconsin 53715

MEMBERS PRESENT	ORGANIZATION
Cyganek, Brad (co-chair)	Ironworkers Local 8
Flaherty, Glenn	Ironworkers Local 8
Hager, Ben	J.H. Findorff
Riley, John	K.F. Sullivan Co.
DeMinter, Tim	Ironworkers Local 383
Hooyman, Chad	SPE Little Chute
Trottier, John	AZCO

MEMBERS ABSENT	ORGANIZATION
Shultis, Andrew	Ironworkers Local 383

CONSULTANTS AND GUESTS	ORGANIZATION
Hanson, Richard	Training Coordinator-Ironworkers Local 8
Morgan, Karen	Bureau of Apprenticeship Standards
Schanke, Debbie	Bureau of Apprenticeship Standards, Director
Smith, Owen	Bureau of Apprenticeship Standards
Stern, Pete	Training Coordinator-Ironworkers Local 383
Zillmer, Ronald	Mid-State Technical College

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1. The meeting was called to order at 10:03 a.m. by Co-Chair Brad Cyganek in accordance with the Wisconsin Open Meeting Law.
 2. A sign-in sheet was distributed. Members and guests introduced themselves.
 3. The minutes of the Friday, October 26, 2012 meeting were approved without changes.

4. Old Business

a. Roster Review

Owen Smith asked members to review their contact information on the committee roster. Members identified a few errors.

As a result of this discussion, BAS will revise the committee roster.

b. SAGE Finale

SAGE concluded on June 30, 2013, and either met or exceeded all of its official performance targets:

- Apprentice participants: 4,508 projected; 5,222 actual
- Expenditures: \$6 million projected; \$6 million actual

SAGE also exceeded its unofficial performance target of trades served: 20 projected; 50 actual. However, SAGE did not meet its unofficial performance target of 1,500 journey worker participants, reporting only 422 journey worker participants. The low outcome is the result of high unemployment among journey workers and low to zero response from journey workers to SAGE upgrade sessions.

The Dept. of Labor selected SAGE as one of three projects nationwide to be featured in a national webinar on successful state energy sector partnership grants. Karen Morgan will present on the grant's curriculum products, strategies for employer engagement, and lessons learned.

The Bureau is preparing a final report for all stakeholders, which will explain the background, purpose, activities and outcomes of the entire grant. The report is projected to be released by November.

c. Letter of Program Recognition from U.S. Department of Labor

The U.S. Department of Labor granted continued recognition for the next five years to the DWD/Bureau of Apprenticeship Standards for the registration of apprenticeship programs and agreements, for Federal purposes, in the State of Wisconsin. The recognition followed a successful review of all modifications to registered apprenticeship-related legislation, regulations and policies made by BAS to conform with terms of Title 29, CFR part 29.

The US Dept of Labor found only one item of concern, an old rule passed in the 1980s that permitted family-owned construction businesses to place sons and daughters and "any person necessary to an approved affirmative action plan" directly into the apprenticeship program once he or she met the qualifications. The clause violates federal regulations on affirmative action which prohibit hiring on the basis of ethnicity and/or gender alone. BAS never used the clause during selection procedures, and agreed to remove it when the rules are next updated.

Modifications to Title 29, CFR part 30, which deals with Affirmative Action and Equal Employment Opportunity, were projected to be released in 2013-2014, but have been delayed indefinitely.

d. Toolbox Talks

Owen Smith asked whether members had shared the Toolbox Talks topic sheets with their employers and, if so, what feedback the employers gave. Members replied that they had not shared the sheets with their employers.

As a result of this discussion, BAS will add this item to the agenda for Spring 2014.

e. Other

No additional items were brought forth.

5. New Business

a. 2014 Biennial Conference

Logistics

The 26th Biennial Apprenticeship Conference will be held January 26 – 28, 2014, at the Chula Vista Resort in the Wisconsin Dells. The reception will be held on Sunday, January 26, 2014, the Apprenticeship Expo and Hall of Fame Award will occur on Monday, January 27; and the event will conclude on Tuesday, the 28th, at noon.

The conference will be held in the Conference Center, but the Expo will be held at the Wisconsin Center, a dome located half a mile down the road. Free shuttle service will be available between the two locations. Rooms will be offered at the state rate, but are not yet available. Reservations include tickets to the indoor water park.

Theme and Audience

The theme is “The Apprenticeship Solution: Meeting the Challenge.” The Bureau, with strong support from the Department of Workforce Development, will target the following stakeholder groups to attend:

- K-12 students, teachers, guidance counselors, and school board staff
- Workforce Development Boards, WIA Service Providers, and Job Service
- the Apprenticeship Community, including employers, employer associations, labor, and employees

Involving High School Students

The Bureau is taking several measures to involve high school students, grades 9-12. BAS has invited all school districts in a 100 mile radius of Wisconsin Dells, to the Expo. The Conference will fund for buses, bus drivers and substitute teachers, if needed by the Districts. Booths in the Expo will be arranged by sector for ease of access. When a student visits a booth, he or she can receive a sticker to apply to a program that resembles a football scorecard. Students who complete scorecard will receive free Green Bay Packers merchandise. The Expo will include engaging displays from the skilled trades, include virtual welders from Lincoln Electric and a mobile CNC lab from Lakeshore Technical College. Mini-theatres throughout the Expo will show brief videos on careers in the skilled trades, how to become an apprentice, and more.

Members discussed additional school districts that BAS could invite, and recommended Marshfield and Wausau. BAS and the planning committee will consider the suggestions.

Speakers and Workshops

Speakers will include national economist Aniban Basu, who spoke at the 100th Anniversary Conference; Mark Breslin; and a yet-to-be-announced keynote speaker. Workshops will range from introductions to apprenticeship, the Wisconsin Technical College System and Workforce Investment Act, to best practices for local committees to best practices of youth apprenticeship and apprenticeship prep programs.

Hall of Fame Award Nomination Form

Owen Smith distributed a hard copy of the nomination form for the Hall of Fame Award which honors individuals who bear a distinguished record of contributing to Wisconsin Apprenticeship for more than 20 years. Nominees may be deceased within the past three years. The award will be the only award presented at the conference, but may be presented to more than one recipient. Nominations are due December 1, 2013, and can be submitted to Karen Morgan. The nomination form is currently available from BAS in electronic format as a fillable form in Microsoft Word. The form will be available online as an automated form soon.

As a result of this discussion, BAS will email the fillable form to all attendees.

Expo Point of Contact

Owen Smith asked members to nominate a point of contact to work with the planning committee on the trade's display in the Apprenticeship Expo. The point of contact will be responsible for informing the planning committee of all display needs, such as square footage, electricity, and audio/video set-up, and recruiting staffing for the booth. Members recommended Rich Hanson. Pete Stern volunteered to assist Rich.

As a result of this discussion, BAS will contact Rich and Pete regarding preparations for the Expo.

b. Apprenticeship Advisory Council Activities

The Apprenticeship Advisory Council has been developing several tools for apprentices and employers that are designed to mitigate the cancellation rates of female and minority apprentices, which are higher than those of most apprentices, according to the 2010 Legislative Audit Bureau audit of registered apprenticeship.

Focus groups and follow-ups surveys revealed several factors that contributed to the high cancellation rates. Female and minority apprentices often reported that they experienced difficulty determining whether an uncomfortable incident is common culture or discrimination; whether they would be punished for reporting the incident; and whether support networks existed within the employer or Bureau with whom they could get advice about the incident.

Some of the tools developed by the Council help prepare apprentices for daily life in a construction trade, success as a self-supporting adult, and a career pathway. Other tools prepare employers for an increasingly diverse workforce and advise them of how to understand and meet the needs of apprentices.

Mentoring Program

The program guides employers in establishing a comprehensive mentoring program. It was based upon a successful pilot program in Milwaukee created by WRTP Big-Step and NECA-IBEW. The program is complete, and following a review of its implementation plan,

will be released to community based organizations that advise women and minorities in career and personal success.

Cultural Competency Course

This course is designed to help employers create a welcoming, inclusive workplace and jobsite culture by discussing significant demographic changes projected to occur in the workforce within the next ten years, and asking the employers straightforwardly how they will adapt. For example, in 2012, more workers turned 65 than 18, which underscores that age diversity will increase across the industry. Furthermore, by 2042, Caucasians will no longer be considered the “majority” demographic. The course also discusses the legal rights and responsibilities of employers when addressing employees’ harassment complaints and of employees when accused of harassment.

This approach was favored over the current diversity training mandated for employers and committees with unsatisfactory diversity performance, because participants in the diversity training consistently evaluated it as unhelpful because it did not address the “realities” of the construction industry.

The course will be piloted to a NECA chapter in Milwaukee, and delivered by Council Members Henry Hurt (Hurt Electric) and Dawn Pratt (Payne and Dolan). If it is successful, BAS will distribute it to employer associations to use with their membership.

Online Apprenticeship Orientation Course

This course is a self-paced online version of the original “Apprenticeship Orientation” print publication. It is designed to prepare apprentices for all aspects of their apprenticeship program, from their professional and personal responsibilities to tips for daily life on a jobsite to preparing for their financial future. The impetus for the print version was a finding of the Bureau that 70% of local committees did not have an orientation for their apprentices.

The content was based directly on the results of apprentice focus groups and surveys that explored what apprentices wished they would have known earlier in their program. After a focus group of apprentices found the print version to be boring, the content was repackaged as a self-paced online course, with condensed content and interactive features.

The course will be contained on the BAS website. The software will allow the apprentice to continue where he or she left off, so apprentices can proceed at their pace and discretion. Apprentices either pass (complete) or fail (fail to complete) the course; they do not earn a grade. Upon completing the course, the software will generate a certificate of completion for the apprentice and a separate electronic record of completion for BAS.

The Bureau is asking all state committees whether they support mandating the course as part of unpaid related instruction. The timeframe for completion (e.g. within the probation period or within the first year, etc.) is negotiable and may vary per committee.

Members discussed various timeframes for completion and methods of delivery. Timeframes for completion included during the application process; after the application process but before assignment; within the first 30 days; within the probation period; and within the first year. Methods of delivery included having the apprentice complete the orientation on his or her own time; having an instructor facilitate a class of apprentices who

would take the orientation individually online; and having an instructor lead a class of apprentices through the orientation together, either in print or electronic format.

BAS will email a link to all state committees as part of a follow-up to the fall meetings.

As a result of this discussion, members informally expressed support of mandating the orientation as part of unpaid related instruction, to be taken after the application is approved and before the apprentice is assigned.

As a result of this discussion, BAS will email a link.

c. Updated website for State Committee meetings

The BAS website now includes PDF files of all meeting material for the 19 state committees, beginning with meetings in Spring 2013. The page is designed to contain material from the last meeting and the upcoming meeting. BAS is researching the possibility of an online archive.

The availability of material online will not change the meeting notification process. Members and consultants will receive the two-week email notification with all meeting material attached. The notification will also include a link to meeting material online. Members will also receive hard copies of the material in the notification and any additional material via snail mail. Additional material providing to members only beforehand, material distributed during the meeting, and the draft meeting minutes will be posted online with 30 days of the meeting.

d. Twin Cities Ironworking

Karen Morgan reported that she reviewed and informally approved the minimum standards from Minnesota Ironworkers Local 512. She will officially sign them after explaining her findings to the members.

The 512 standards do not have any red flags. They are not exactly like the standards for Wisconsin local committees, but the 512 standards do follow federal standards. Local 512 has 15 apprentices in Wisconsin counties.

Rich Hanson asked whether the 512 standards provide for direct entry into Helmets to Hardhats, a program that transitions veterans into apprenticeships in construction trades. Karen Morgan stated that the 512 standards do not provide for that. Their only exception to selection procedures is through an organization effort.

e. Other

Helmets to Hardhats.

Karen Morgan reported that the Governor's Office is supporting the return of the Helmets to Hardhats program, a program that assists veterans in transitioning out of military life and into the construction trades. The program began nationally as a partnership between the AFL-CIO, National Guard, and Army Reserve. In 2005, Governor Doyle issued a proclamation that Wisconsin would participate, but the effort was not implemented. Therefore, Wisconsin currently has no language in place related to Helmets to Hardhats.

In preparation, Karen is preparing a list of interested construction trades, and asking state committees whether they would be interested in having direct entry language in their standards for

ease of implementation. Selection would be up to local committees, as the issue direct entry would present is how it affects the rank list. Direct entry would not bypass the list, but veterans could earn more points, and thus a higher ranking.

Rich Hanson stated that he would support the program because military veterans are great candidates and deserve the program.

Karen cautioned members of possible job site tensions that could result. Participants in the Veterans in Piping program were made second year apprentices after successfully completing 16 weeks of welding training, but their placement upset apprentices who were on the out-of-work list and their lack of previous jobsite experience caused tension with journey workers and other second year apprentices.

As a result of this discussion, members informally agreed to support the Helmets to Hardhats program, provided selection procedures are at the discretion of local committees.

As a result of this discussion, Karen Morgan will include Ironworkers on a list of interested trades that she will present to DWD by the end of October.

Proposed Legislation for Reimbursing Paid Related Instruction

Karen Morgan shared that a bill that provided funding to reimburse apprentices or employers for tuition costs for paid related instruction was approved unanimously by the Joint Finance Committee

6. WTCS Update

Owen Smith distributed the “WTCS 2009-10 Statewide Apprenticeship Completer Survey,” a report by WTCS that measures the employment status of apprentices in the construction, industrial, and service sectors by trade, who completed their program in 2009-2010. The apprentices were surveyed in fall 2011. Colleges typically project 95% of apprentice graduates will be employed related to their training. Full-time programs grow concerned with anything less than 70%.

Out of ten Ironworker graduates surveyed, eight replied, and all eight were employed in related occupations. Their annual median salary was \$64,267, and they worked an average of 40 hours per week.

7. Review Ironworker Apprentice Program Participants

Current Participants

There are currently 109 apprentices and 40 employers active in the program. The apprentice total is slightly below the 123 apprentices reported in fall of 2012, but slightly more than the totals reported in 2011 and 2012.

New Reporting Software

BAS is scheduled to receive Web Intelligence (Webi) reporting software soon. The delay is due to the high demand for programmers on Governor Walker’s Unemployment to Employment initiative. The software will allow BAS to report more apprenticeship program data in more ways using more formats. Based on feedback from state committees in spring 2013, BAS will provide a chart of apprentice and employer totals from the past 10 years, with set measurement intervals of Jan 1 and June 1, and a mean value or moving average as a comparative figure.

The software will also be able to report apprentices or employers by region or county. BAS will bring the report to the spring 2014 meeting.

Employment Projections: Industries of Interest to Apprenticeship

The Bureau is distributing the “Employment Projections: Industries of Interest to Apprenticeship,” a report from the Dept. of Workforce Development Office of Economic Advisors, to all state committees in order to provide the most current employment projections available for apprenticeable trades. The report presents data on employment projections, wages and worker ages in the construction, utility and manufacturing sector.

Highlights include:

- In 2011, 94,000 individuals were employed in the construction sector, and the average wage was \$53,183.
- In 1991, employees ages 45 and older constituted 24% of the construction industry; in 2011, they constituted 41%.
- The construction sector is projected to make a more robust recovery than other sectors, despite having taken a hit from 2008-2011.

The report projects that the ironworking industry will have 500 jobs open by 2020.

8. The next State Ironworker Apprenticeship Advisory meeting is scheduled for Wednesday, April 10, 2014, at 10:00 a.m. at the Labor Temple in Madison.

9. The meeting was adjourned at 12:15 p.m.

10. Follow-up Items

As a result of these discussions, the following will occur before the next meeting:

- i. BAS will correct errors on the committee roster.
- ii. BAS will email a link to the apprenticeship orientation to all members.
- iii. BAS will email a link to Toolbox Talks to all members.
- iv. BAS will email a fillable electronic version of the Hall of Fame Award Nomination Form to all attendees.

Submitted by Owen Smith, BAS.